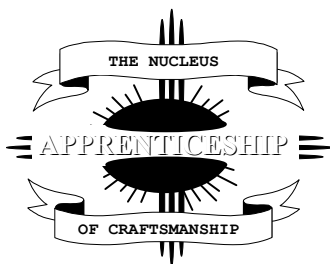




STANDARDS OF APPRENTICESHIP
adopted by

PUBLIC UTILITY DISTRICT NO. 1 OF BENTON COUNTY, IBEW #77
APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
STATION ELECTRICIAN		829.281-014	6000 HOURS
LINEMEN		821.261-014	7000 HOURS
METERMAN		729.281-014	6000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

JANUARY 27, 1956

Initial Approval

By: LAFRANK NEWELL

Chairman of Council

JANUARY 18, 2002

Addendum Amended

By: PATRICK WOODS

Secretary of Council

APRIL 20, 2001

Committee Amended

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APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS.

1. **GEOGRAPHICAL AREA COVERED:**

The area covered by these Standards shall be the service area of Benton County P.U.D.

2. **MINIMUM QUALIFICATIONS:**

Applicants shall meet the following minimum qualifications:

Age:	Minimum of 18 years.
Education:	High school graduate or the equivalent.
Physical	Must be able to do the work of the trade
Testing:	None.
Other:	A current first aid card is required.

Exceptions may be made by the Apprenticeship Committee to the above qualifications if admission as an apprentice will benefit the applicant and the industry.

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Selection Procedures:**

Apprentices are selected from District employees. When apprentice openings exist, these openings are posted at each headquarters and notice is sent to Local - Union No. 77, IBEW. The top three applicants who meet the minimum qualifications will be tested, interviewed and evaluated by the Apprenticeship Committee. Testing procedures for Apprentice Linemen include passing the pre-apprenticeship program at Camp Rilea or other approved testing procedure which includes climbing power poles. Testing procedures for Apprentice Metermen and Apprentice Station Electricians include passing the approved qualifying standard.

The applicants will then be ranked by senior most qualified with the number one applicant appointed to the position. Applicants remain qualified for six years. Other general requirements include a physical examination including a back exam, talking on the telephone, in person and on the mobile radio; listening on the telephone in person and on the mobile radio; near and far vision for driving a vehicle; color vision (works with multi-color coded wires); handling and figuring in the use of power and hand tools; crouching, stooping, reaching, twisting, turning and balancing; lifting, carrying, pulling and pushing items in excess of 20 pounds; use of a keyboard; and must be able to obtain and retain CDL and first aid/CPR Card.

B. **Affirmative Action Plan:**

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1. Appropriate action to ensure that the recruitment, selection, employment, and training of apprentices during apprenticeship shall be without discrimination. This includes general publication of apprenticeship opportunities and advantages in advertisements, industry reports, articles, and annual reports; and for career counseling and development of reasonable procedures between the sponsor and the employers of apprentices to ensure that equal employment opportunity is being granted.
2. Granting advance standing or credit on the basis of previously acquired experience, training, skills or aptitude for all applicants equally.

4. **TERM OF APPRENTICESHIP:**

The term of apprenticeship shall be for not less than three (3) years or 6000 hours of reasonably continuous employment for Metermen and Station Electrician. The term for Journeyman Linemen is three and one-half (3.5) years or 7000 hours.

5. **PROBATIONARY PERIOD:**

All apprentices employed in accordance with these standards shall be subject to a probationary period not exceeding the first 500 hours of employment.

6. **RATIO OF APPRENTICES:**

There shall not be more than one (1) apprentice to every crew of from two (2) to six (6) journeymen; Provided, however, upon recommendation of the Apprenticeship Committee, the ratio will be altered for specific training purposes.

7. **WAGE PROGRESSION:**

Apprentice Linemen shall be paid on the following percentage basis, in accordance with WAC 296-04-270(2)(c).

1st 6 months	72.0% of Journeyman wage
2nd 6 months	74.1% of Journeyman wage
3rd 6 months	76.0% of Journeyman wage
4th 6 months	78.9% of Journeyman wage
5th 6 months	82.7% of Journeyman wage
6th 6 months	91.3% of Journeyman wage
7th 6 months	94.0% of Journeyman wage

Apprentice Meterman and Station Electrician shall be paid on the following percentage basis, in accordance with WAC 296-04-270(2)(c).

1st 6 months	72.0% of Journeyman wage
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2nd 6 months	74.1% of Journeyman wage
3rd 6 months	76.0% of Journeyman wage
4th 6 months	78.9% of Journeyman wage
5th 6 months	82.7% of Journeyman wage
6th 6 months	91.3% of Journeyman wage

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8. WORK PROCESSES:

The apprentice shall be given an opportunity during the period of apprenticeship by actual work experience to acquire all the knowledge and skill necessary to qualify as a journeyman. The following outline of work experience is to be used as a guide in the training of apprentices:

<u>A.</u>	<u>Linemen</u>	<u>D.O.T. #821.261-014</u>	<u>Hours</u>
1.	Introduction to Linemen Apprenticeship climbing, personal tools, and safety apparel.....		1000
2.	Service drops and meters		500
3.	Safety meeting, care and inspection of safety equipment.....		300
4.	Poles, arms and guys.....		2000
5.	Transformers		1000
6.	Rotation and phasing		200
7.	Conductors and insulators, switches and cutouts and other protective devices		2000
TOTAL HOURS:			7000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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B.	<u>Meterman:</u>	<u>D.O.T. #729.281-014</u>	<u>Hours</u>
1.	Numbering, testing and calibrating watt-hour meters		1500
2.	Entering meter test data on required forms and reports.....		200
3.	Testing voltmeters and other electrical instruments		500
4.	Repairing, reconstructing, cleaning and painting electrical meters....		1500
5.	Wiring and checking of meter installation.....		500
6.	Testing meters on customers' premises.....		400
7.	Investigating customers' complaints		400
8.	Checking loads and demands.....		300
9.	Installing and removing meters.....		200
10.	Maintenance of demand measurement devices and reading meters, resetting demand registers and changing demand charts		500
TOTAL HOURS:			6000

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C.	<u>Station Electrician:</u>	<u>D.O.T. #829.281-014</u>	<u>HOURS</u>
1.	National, state and district codes		50
2.	Safety meetings, inspection and care of safety equipment		100
3.	Laying out construction work from blueprints		150
4.	Wiring and testing of batteries, battery chargers, control meter and relay circuits and equipment		1100
5.	Installation, adjustment, repair and maintenance of power switching equipment		1500
6.	Installation and maintenance of transformers and voltage regulators and accessory equipment		1300
7.	Inspection and maintenance of rotating equipment, including motors and generators		600
8.	Shop repair of electrical equipment, including rigging and handling		500
9.	Power wiring and bus-bar installation		300
10.	Welding: Gas, electric, heliarc		400
TOTAL HOURS:			6000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade, as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - ☐ Supervised field trips
 - ☒ Approved training seminars
 - ☐ A combination of home study and approved correspondence courses
 - ☐ Technical college
 - ☒ Community college
 - ☐ Training trust
 - ☒ Other (specify): Camp Rilea for Linemen, Meterman classes at Chelan PUD, NW Meter School for Meterman, and WSU Hands On School for Metermen.
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures.)
- E. See Foreword Section (same title).
- F. The Apprenticeship Committee recommends that the courses for the apprentices be limited to those who are actually apprentices to the trade in accordance with these Standards.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES: (None)

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Apprenticeship Committee shall be composed of two (2) members each from management and labor representing their respective organizations, and selected from the groups they represent. The Business Representative of Local No. 77, I.B.E.W., will serve as ex-officio member without vote.

The Employer Representatives Shall Be:

PUBLIC UTILITY DISTRICT NO. 1 OF BENTON COUNTY, IBEW #77
APPRENTICESHIP COMMITTEE

Bryan Coyne, Secretary
PO Box 6270
Kennewick, WA 99336

Harlan Scherer
PO Box 6270
Kennewick, WA 99336

The Employee Representatives Shall Be:

Richard Wood, Chairman
PO Box 6270
Kennewick, WA 99336

William Perry
PO Box 6270
Kennewick, WA 99336

12. SUBCOMMITTEE: (None)
13. TRAINING DIRECTOR/COORDINATOR: (None)